

PERFORMANCE HEAD COACH (LOUGHBOROUGH LIGHTNING & WOMEN'S FOOTBALL PROGRAMME)

Job Ref: REQ221461

Full-time, Open-ended

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.

Job Description

Job Grade: Operational Services Grade 6, £- £

Job Purpose

Lead the planning, organisation and coaching of the Women's Football Programme at Loughborough University, with specific responsibility for the Loughborough Lightning side who compete in the Women's National League North, FA Cup, League Cup, BUCS 1s and other high profile games versus professional opposition.

Background

You will lead on the management, coaching, leadership and recruitment of the women's programme. With some admin and operational tasks. The post holder will work closely with Team Football, other members of SDC (including the commercial team) and collaborate with several internal departments and external stakeholders including, the FA, WSL Cubs, Loughborough Students' Athletic Union (AU), the CVA, the Loughborough Student's Football Committee and our partners Loughborough Fox's to support the implementation of the football strategy.

Key tasks

The role will encompass several key areas of operation for the football performance squad(s). As directed by the Director of Football:

Performance Programme

- **Lead the delivery of an successful women's football programme at Loughborough University.**
- **Develop a successful Loughborough Lightning Women's football franchise.**
- **Develop a what it takes to win in the FAWNL/BUCS strategy.**
- **Prepare the team for the FAWNL, BUCS and associated cup competitions.**
- **Oversee and support the Lightning pathway and the pipeline of talent within the system, in conjunction with the Lightning Development Squad Head Coach.**
- **Produce and deliver the Women's Performance Plan in collaboration with the inter-disciplinary team (IDT).**
- **Develop the players in the programme through Individual Player Development Plans (ILPs) to support players holistic development.**

- **Co-ordinate and educate the Performance Group IDT team.**
- **Assist in the organisation and delivery of commercial projects as necessary.**
- **With support from the Football Programme Manager and Director of Football, lead on the recruitment strategy, including routine enquires, experience days, club visits, develop a data base of players etc (in line with University Data Protection Policy).**
- **In conjunction with the Director of Football, Men's Head Coach, Football Programme Manager, CVA, and relevant AU committees ensure the football club has suitable coaches to support the whole club.**
- **Lead on the identification of potential football sport scholars and manage the allocated scholarship budget.**
- In conjunction with the SDC 'Development Team' advise re the delivery of voluntary programmes and other community-based football activities.
- Ensure that women's football promotes the mission and values of the performance programmes at Loughborough.

General Requirements

- Contribute to the sharing of coaching ideas and skills within the high-performance educational forums available on campus.
- Actively work to promote Loughborough University sport and the Loughborough Lightning/ Loughborough Students Football Club generally.

Special Conditions

It will be necessary to work outside normal working hours including work in the evening and at weekends.

It is recognised that coaches working at this level will often have links with representative sides. This is seen as advantageous as long as it does not interfere with the work as defined.

All staff have a statutory responsibility to take reasonable care of themselves, others and the environment and to prevent harm by their acts or omissions. All staff are therefore required to adhere to the University's Health, Safety and Environmental Policy & Procedures.

All staff should hold a duty and commitment to observing the University's Equality & Diversity policy and procedures at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and University policies/procedures.

Successful completion of probation will be dependent on attendance at the University's mandatory courses which include Respecting Diversity and, where appropriate, Recruitment and Selection.

Organisational Responsibility

Reports to the Director of Football.

Person Specification

Your application will be reviewed against the essential and desirable criteria listed below. Applicants are strongly advised to explicitly state and evidence how they meet each of the essential (and desirable) criteria in their application. Stages of assessment are as follows:

- 1 – Application
- 2 – Test/Assessment Centre/Presentation
- 3 – Interview

Essential Criteria

Area	Criteria	Stage	
Experience	Substantial experience of working with high levels of players and/or talented young footballers.	1,2,3	
	Significant experience of working in a coach led Inter-Disciplinary Team environment.	1,2,3	
	Previous relevant experience of working in an office environment.	1,3	
	Substantial experience of working in successful teams.	1,3	
	Knowledge and experience of working in Women's football.	1,3	
Skills & abilities	Excellent communication, player management and motivational skills. Suitable for working with female players.	1,2,3	
	Ability to work as part of a team, and to lead and coordinate others where appropriate	1,3	
	Excellent technical and tactical knowledge of the game.	2,3	
	Excellent organisational and time-management skills.	1,2,3	
	IT skills necessary for general communication, basic report writing, sport solutions e.g. Hudl and Catapult	1,2,3	
	Ability to work independently applying own initiative, with minimal supervision.	1,3	
	Ability to work with efficiency and accuracy while prioritising workload to meet tight deadlines.	1,3	
	Flexibility and the ability to adapt to a changing work environment	1,3	
	Qualifications	UEFA A License Coaching Award (or equivalent).	1,3
		Educated to A Level or equivalent experience.	1,3
	Training	Willingness to update First Aid and Health & Safety requirements for football and work towards more advanced coaching awards and qualifications.	1,3
	Other	Willingness to work irregular hours as necessary.	1,3
To observe the University's Equal Opportunities policy at all times.		1,3	

Desirable Criteria

Area	Criteria	Stage
Experience	Experience/knowledge of University level football.	1,2,3
	Experience in the development of football strategy, performance planning and long-term planning.	1,3
	Previous experience of using Microsoft Office (Word, Excel, Access and PowerPoint).	1,3

	Experience/knowledge of the Women's football pyramid/ FAWNLI or higher.	1,3
Skills & abilities	Proven knowledge of challenges within the Women's football landscape.	1,3
	Proven football coaching ability and knowledge of current coaching and training processes at a national.	1,3
Qualifications	FA Advanced Youth Award.	1,3
	Sport related degree.	1,3
	League Manager Diploma.	1,3
	UEFA Pro License.	1,3

Conditions of Service

The position is full-time and open-ended. Salary will be on Operational Services Grade 6, £32,348 - £42,155

The appointment will be subject to the University's normal Terms and Conditions of Employment for Operational and Administrative staff, details of which can be found [here](#).

The University is committed to enabling staff to maintain a healthy work-home balance and has a number of family-friendly policies which are available at <http://www.lboro.ac.uk/services/hr/a-z/family-leave-policy-and-procedure---page.html>.

We also offer an on-campus nursery with subsidised places, subsidised places at local holiday clubs and a childcare voucher scheme (further details are available at: <http://www.lboro.ac.uk/services/hr/a-z/childcare-information---page.html>)

In addition, the University is supportive, wherever possible, of flexible working arrangements. We also strive to create a culture that supports equality and celebrates diversity throughout the campus. The University holds a Bronze Athena SWAN award which recognises the importance of support for women at all stages of their academic career. For further information on Athena SWAN see <http://www.lboro.ac.uk/services/hr/athena-swan/>

Applications

The closing date for receipt of applications is 13/11/2022.